



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF APRIL 15, 2016

Commissioner Drumheller called the meeting to order in Omaha, Nebraska at 9:00 a.m. on April 15, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Arnold Nesbitt
Janet Palmtag
Michael Carpenter

Rita Griess, Vice Chairperson
Kristin Yates
Royce Jeffries

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cindy King, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the April 15, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller moved to approve the March 11, 2016 Commission meeting minutes.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained:
 Motion Carried

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IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-15/16-1-47202.

Under Section IX. ADMINISTRATIVE ACTIONS, A. LACK OF JURISDICTION, please add NEB 1-14/15-4-45884.

Under Section IX. ADMINISTRATIVE ACTIONS, B. EEOC, please add NEB 3-14/15-4-45869

Under Section IX. ADMINISTRATIVE ACTIONS, C. WITHDRAWALS, please add NEB 2-15/16-2-47245.

Under Section X. CONCILIATION, please add NEB 2-14/15-5-45645 and NEB 1-14/15-6-45960.

Under Section XIV. BUSINESS, please add the topic of April is Fair Housing Month Activities

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this time.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 2-15/16-10-3200-H (Complainant was present). (Respondent statement read.)
Commissioner Nesbitt moved for reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained:
 Motion Carried

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NEB 1-15/16-7-47012 (Complainant was present.)
Commissioner Yates moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained: Palmtag
 Motion Carried

NEB 2-15/16-10-47096 (Complainant was present.)
Commissioner Palmtag moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained:
 Motion Carried

NEB 2-14/15-6-45702 (Complainant was present.)
Commissioner Palmtag moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained:
 Motion Carried

NEB 1-15/16-8-47033 (Respondent was present.)
Commissioner Jeffries moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nayes:
 Abstained:
 Motion Carried

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NEB 2-15/16-10-47111 (Complainant was present.)

Commissioner Yates moved for no reasonable cause.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nayes:
Abstained:
Motion Carried

NEB 1-15/16-11-47425 (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nayes:
Abstained:
Motion Carried

NEB 2-15/16-7-45754 (Complainant statement read.)

Commissioner Drumheller moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nayes:
Abstained:
Motion Carried

NEB 2-15/16-7-45757 (Complainant statement read.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nayes:
Abstained:
Motion Carried

NEB 2-15/16-7-45758 (Complainant statement read.)

Commissioner Carpenter moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nayes:
Abstained:
Motion Carried

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NEB 1-15/16-9-47331 (Respondent statement read.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Naves:
Abstained:
Motion Carried

The Commission took a short break.

NEB 1-14/15-5-3165-PA
NEB 1-15/16-10-3210-PA
NEB 1-15/16-12-3227-PA
NEB 1-15/16-9-47349
NEB 1-14/15-6-46973
NEB 1-15/16-11-47448
NEB 1-15/16-9-47325
NEB 3-15/16-8-46996
NEB 2-15/16-9-47083
NEB 1-15/16-10-47367
NEB 2-15/16-9-47089
NEB 1-14/15-6-45957
NEB 1-15/16-9-47068
NEB 2-15/16-12-47176
NEB 2-15/16-12-3232-H
NEB 2-15/16-10-3213-HM
NEB 1-15/16-10-3212-H
NEB 2-15/16-12-3231-H
NEB 2-15/16-9-45799
NEB 2-15/16-9-47069
NEB 1-14/15-4-45892

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Naves:
Abstained:
Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 1-15/16-12-3228-H
NEB 2-15/16-1-47199
NEB 2-15/16-1-47202

Commissioner Drumheller moved to adopt the agreements.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. LACK OF JURISDICTION

NEB 2-15/16-9-47088
NEB 1-14/15-4-45884

Commissioner Drumheller moved to administratively close the above cases based on lack of jurisdiction
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

B. EEOC

NEB 1-15/16-12-47474
NEB 1-15/16-12-47469
NEB 3-14/15-4-45869

Commissioner Drumheller moved to adopt the findings of the EEOC.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

C. WITHDRAWALS

NEB 2-15/16-2-47245

Commissioner Drumheller moved to administratively close case due to withdrawal by Complainant.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

X. CONCILIATION

NEB 2-14/15-4-45645

NEB 1-14/15-6-45960

Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliation.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

NEB 1-15/16-11-3216-H Ramos vs. Sunset View Apartments

Commissioner Drumheller moved to administratively close the case due to the Attorney General dismissing the case.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nays:
Abstained:
Motion Carried

XIV. BUSINESS

1. April is Fair Housing Month Activities

Unit Director Eure updated the Commission on activities that occurred in April in recognition of "April is Fair Housing Month". Unit Director Eure noted they had a tremendous response from the public, several people wanting to attend the trainings which were held in Scottsbluff and Norfolk, having to turn some away. Unit Director Eure provided the Commissioners with the NET newsletter featuring an article on fair housing and informed them about the advertisements which will run throughout the month.

2. Legislation

Director Albers updated the Commission regarding legislative bills impacting the NEOC.

3. Position Hiring

Director Albers discussed the promotions taking place internally. Additionally, Director Albers provided an update on the applications and interviews scheduled to fill the open Investigator positions. Director Albers informed the Commission that the NEOC has been assigned a new attorney with the Attorney General's office.

4. Previous Month's Budget Reports

Commissioner Carpenter moved to approve and accept the previous month's budget reports. Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
Nays:
Abstained:
Motion Carried

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5. Executive Director Position

All staff, except for the Executive Director, left the meeting at 12:15 p.m. The Commissioners conducted a second interview with an applicant for the Executive Director position. Interviews are not recorded.

Commissioner Drumheller moved for an Executive Session at 1:08 p.m. to discuss the hiring process for the Executive Director position.

ROLL CALL: Ayes: Carpenter, Jeffries, Palmtag, Griess, Yates, Nesbitt, Drumheller
 Nays:
 Abstained:
 Motion Carried

Commissioner Drumheller moved to return the meeting to regular session at 1:29 p.m.

ROLL CALL: Ayes: Drumheller, Palmtag, Jeffries, Yates, Nesbitt, Griess, Carpenter
 Nays:
 Abstained:
 Motion Carried

The Commission extended an employment offer to the successful candidate for the position of Executive Director.

XV. ADJOURNMENT

Commissioner Drumheller declared the April 15, 2016 Commission meeting ended at 2:00 p.m.

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Respectfully submitted,



Cindy King
Staff Assistant

April 26, 2016
Date



Barbara Albers
Executive Director

4-27-16
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of April 15, 2016 have been corrected and accepted, and henceforth approved on this date.


Chairperson

5-20-16
Date